

Compare and contrast the concepts of evidence-based policing and problem-oriented policing, and evaluate their effectiveness as a crime prevention tool. Your answer must be based on academic research.

During this essay I will be looking identifying what a crime prevention tool is for the police. Following this I will address two tools that are currently used to prevent crime. These two tools are the concepts of Evidence-Based Policing and Problem Oriented Policing. The aim of this essay will be to identify what each of these crime prevention tools are, highlighting its key benefits and drawbacks using researched findings. Following the identification of both crime prevention tools I will be closely comparing them to indicate if one is better than the other, or if its best to use both alongside each other to reach the goal of reducing and preventing crime. All material provided throughout this essay will be based on academic research.

A crime prevention tool is something that a police officer will use to help reduce or prevent crime in a certain area. The introduction of crime prevention tools is so that officers are not only detecting crime, but also trying to utilise ways in which to prevent crimes from happening in the first place. Tools can come in many varying forms from specifically built teams such as the Neighbourhood Policing Teams, who interact with small communities and attempt to help bridge the gap between the public and police. Other forms of crime prevention tools can be simple uses of CCTV systems or gated alleyways that help to deter criminal activity before it happens. Blackstones Handbook for Policing states that crime can be reduced through the apprehension and imprisonment of offenders, however, to have a longer lasting prevention of crime police officers must have an understanding of how preventative measures can help reduce crime. Whereby, a police officer's job is not only the detection of crime but also has a responsibility for putting measures in place to prevent crime from taking place.

The first of the two prevention tools I will be analysing is Evidence based policing, or EBP. This is a term in policing that means using the best available evidence, which is used to challenge policies, practices, and decisions. The concept was first designed by Lawrence Sherman introducing it in American Police Foundation in 1998. The College of Policing suggests that an EBP approach could be used by everyone involved in policing. Through EBP, officers aim to develop a better understanding of an issue, by observing the nature, extent and cause of a problem. Through this observation officers are aiming to identify how change can be harnessed for that problem. This is how the best available evidence is obtained and now officers can start to assess the effects of its findings using police intervention. This is done by testing the impact of new initiatives in specific contexts and assessing the possible consequences of these changes.

A highlight to Evidence Based Policing is that it relies on officers and staff to evaluate themselves and the areas in which they work, collecting data on how they perform in all aspects of policing. Studies show that as well as collecting data on themselves, police also have data on the offenders living within their areas. The positive in recording this information is that it is stated that twenty percent of criminals are responsible for eighty percent of all crime. This allows officers to target harden around the areas in which these offenders have previously committed crimes, especially if they happen to be repeat offenders. For crime to generally happen there must be a likely offender, a suitable target and the absence of a capable guardian or someone to care enough to observe or intervene. Repeat offenders are more likely to repeat offending again and so tracking repeat offenders and their movements can help in prevent crime in general.

The biggest advantage of Evidence Based Policing is that officers can base their decision making on already established ideals whilst also contributing to further innovations to EBP based on their own practical experiences. The disadvantages of EBP is often also based around its collection of data.

Through the collection of data around where crimes have previously happened and target hardening only that specific area, it can be seen that police are being biased on those who live within those communities. It could also be inaccurate if police were to base it only on crimes that they know have been reported in a certain area by a certain person, leaving unreported incidental areas unprotected and prevention not being ensured. It also applies within the force itself, as the police is very much data driven officers are experiences that the priorities of supervisors are often changing due to newly collected data, however as the data is always being received then the priorities are also always changing. On the whole Evidence Based Policing is a very effective tool for police as it always runs off the latest data which drives forces on where their resources are most needed.

Problem Oriented Policing (POP) was developed by Herman Goldstein. The basis of POP is to develop a unique policing response to a specific problem and then evaluate its effectiveness. Goldstein (1990) stated that problem orientated policing is a comprehensive plan for improving policing in which high priority problems shapes policing personnel and procedures. In the context of policing, officers often attended the same type of crimes in a reactive way, without looking at the underlying problems for these similar calls. When the problem is identified for these similar calls then pre-emptive measures can be put in place, rather than police reattending in reactive capacity.

During its inception problem oriented policing created organisational and cultural resistance as it attempted to change how the police dealt with community problems in systematic ways. This was mainly due to lack of analysts and interagency hostilities. However, Goldstein noted that to address underlying community problems, police needed to engage with other organisations in order to deal with the underlying problems within communities, however this would still cause further interagency hostility due to different organisational cultures as well as each organisations personal objective, but ultimately working together provided the best results for local communities.

A recent study by The National Problem Solving and Demand Reduction Programme (PSDRP) was conducted which reviewed the most up to date findings from Problem Oriented Policing with those of which that were found in the programme's conception by Goldstein. Its aim was to find if Problem Oriented Policing was effective in reducing crime and disorder through comparing current statistics to those statistic found at the time of the programme's conception. The study concluded that more problem solving was required with rigorous evaluations, although it found that problem solving was an effective approach to reduce crime and disorder and as a whole was effective at preventing crime. The study also researched the quality and extent of problem solving commissioned in England and Wales. The research also found that a problem-solving approach does help improve policing practices, however evidence was also found that the successful implementations of problem-solving approaches was not successful across the board. This study showed that the Problem Oriented Policing scheme can work well for providing crime prevention but relies on senior staff members to monitor its uses so that it is implemented properly within local communities.

When comparing both Problem Oriented Policing and Evidenced Based Policing together it is clear to see its similarities and how both approaches collect data to provide a framework intending to provide solutions to improve policing practices and their outcomes. Although both practices are separate from one another, studies have found that most police personnel believe that each practice is one in the same. It is clear to see why this is thought, that each is a shadow of the other and is the same programmes; however both were conceived at different times, by different persons to achieve slightly differing outcomes; even if both ultimately mean lead to the prevention of crime by systematic review. Both Problem Oriented Policing and Evidence Based Policing rely on the constant collection and analysis of data to help detect and prevent crime within local communities. Both practises attempt to identify specific problems within communities so that they can implement solutions and address the root of a community's crime problems, to prevent further crime from happening. Both share this

common goal that incorporates research and science within the policing practices. Both programmes evaluate the same data, which is mostly comprised of how the police respond to demands placed on them, looking for similarities of crime type, location, offenders, and victims. As well as looking at data from communities both encourage the police to also look at themselves in a systematic approach to streamline themselves to provide the best resourcing possibilities to the general demand on policing practices.

One of the biggest differences in the two programmes I've found within research has been that the Evidence Based Policing problem solving appears to be held within its own organisation to solve problem. Police have conducted their own research to reliably tell them what problems are affecting what areas and use that data to determine what actions it is going to take to tackle that problem. Whereas Problem Oriented Policing appeals to local communities and authorities with its findings to also help find solutions to a community's problems as well using the findings to streamline police organisations resources, so that it is able to meet the demands of the research found. Research has also found that the main difference between these two otherwise identical policies is that Problem Oriented Policing is aimed to improve the police institution by streamlining itself so that is able to cope with demand. As oppose to the Evidence Based Policing approach is to build reliable research led data so that police can decide on how to address specific policing problems within communities, not tackle specific problems within its own organisation.

In conclusion to this essay, I have identified what a crime prevention tool is and then addressed two tools currently used by the police, Problem Oriented Policing and Evidence Based Policing. I have then looked at both individually and identified benefits and concerns within each of their conceptions. I have then analysed both practices by comparing them to one another in which I found that both Problem Oriented Policing and Evidence based Poling are beneficial to the policing practice providing they are well managed by senior staff. I have identified how each programme sets out to identify problems within local communities with an attempt to reduce and prevent crime through the analysis of data. As such both Problem Oriented Policing and Evidence Based Policing work well if used correctly. Although they are mostly similar, Problem Oriented Policing appears to reach out to the communities themselves more to help tackle problems. No one is better than the other but should be used hand in hand to detect and prevent crime.

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2. What impact can personal bias have on response policing, and how effective are the measures in place to prevent this? Your answer must be based on academic research rather than personal experience.

Throughout this essay I will be exploring what personal bias is within the police. I will be explaining what personal bias is and how it can affect an officers attitude when attending a response policing call. I will hope to identify where these bias's come from, if new officers are enrolled with these preconceived bias's or if that the policing constitution plants the bias within officers at a later point through relentless demands. Following this, I will then look at the measures that have been implemented by the policing organisations to help mitigate any such bias, by divulging and comparing such measures. Finally I will go on to judge how these measures implemented by the policing organisation help mitigate any bias that officers may have when attending calls and why it is important for officers to not succumb to personal bias. All work produced through this essay is based on academic research.

Personal bias is defined as a learned belief, opinion, or attitude that the individual may or may not be aware of and on most occasions, personal bias reinforces stereotypes. Personal biases are unintentional, automatic and inbuilt, leading to incorrect judgements by the individual. Biases can come in many varying forms, with some appearing so minute to the individual that they do not even consider themselves as being biased. According to studies gender bias is one of the top examples of personal bias in and out of the workplace. Gender bias highlights specific characteristics in the opposites sex, such as power or confidence, and is seen adversely by the opposite sex but positive by the other gender. Studies show that gender bias effects women more within organisations and workplaces. A foremost example being "bropropriating". Where an idea is shut down or not vauded when a female member of staff shares a piece of information, however when a male gives the same information the response to them is that they are valued for sharing that opinion. Another form of personal bias can be ageism. Ageism is where a persons age may affect a persons preconceived notions of what the other individual is capable of doing. In a work related context, a supervisor may ask a younger member of staff a tech related questions instead of asking an older member of staff; the bias being that the older member of staff will not be suited to that task as the younger more "tech-savvy" employee may be. Assuming a persons abilities based exclusively on their age and an idea that is not backed by fact is an characteristic personal bias. One of the more dangerous forms of bias is confirmation bias. Confirmation bias is when an individual will only seek out and use information that magnifies their own beliefs. This is dangerous in the work place as an individual may go around using only facts that they believe that are right without exploring ideas that may contradict their own beliefs.

When discussing where bias comes from, psychologist Mahzarin Banaji found that what enters our consciousness, comes from our surroundings, our minds being split on subjects of race, gender, class, sexual orientation etc. She then states that our unconsciousness mirrors what is drawn into the conscious mind. Seeing images of women as sex objects or footage of an African American criminal on the news goes into our conscious mind, however when we forget about it from our conscious, the memories still remain in the unconscious side of us, mirroring what it has seen go into the conscious mind, and that is where the bias comes from. With this in mind it is easy to see why unconscious bias can occur without us knowing. How if you see something done, that you may not necessarily agree with, but now seeing it, the unconscious bias takes over.

Personal bias within the police could be any of the forementioned above, but can also increase to the areas they police, having a bias towards a certain area as statistically that is where more crime happens, so the bias is for police to proactively be in that area more. Personal bias can also occur towards repeat offenders, knowing that a person is a repeat offender an officer may have a bias to stop and search that person if the grounds are there more than another person.

The biggest problem police are facing recently relates to biases around race, colour and ethnicity, especially within its uses towards stop and search powers. In an interview Richard Bennett from The College of Policing said regarding the training of officers, that every single person has biases. The important thing for officers is to recognise your own biases and to ensure they do not impact your decision making during stop and search exercises and other operational exercises. This statement comes from reports that on average black people are four times more likely than white people to be stopped for a stop and search procedure. Stop and search powers have always been at the forefront of public concerns stating that it is disproportionately used against black people.

Following the death of George Floyd in USA 2020 the HMICFRS made a report called The Disproportionate use of Police Powers, which focused on the use of stop and search powers as well as the use of force powers within the police. Within the report it has found that police organisations have generally improved how they train officers and staff in preventing unfair behaviour by combatting personal bias. It is also shown that officers are applying this training when interacting with the public. However, the study ultimately found that officers and leading staff needed to do more as the training was not enough. The study found that officers are not provided with enough skill or knowledge to fully understand how they themselves come across to the public in everyday situations. Nor are officers shown how to build rapport to help prevent conflict and escalation in certain situations. The report also delves into stop and search procedures against black people and finds that drug searches influenced the disproportionality of this statistic more than any other search. The importance of learning from the mistakes mentioned in this report and improving on personal bias is for fair decision making for all, which will allow officers to positively interact and work with the public to improve its perceptions of the police and in turn increasing trust and enhanced police legitimacy.

A way that limits personal bias within the police is the Code of Ethics which was introduced by the College of Policing in 2014. Issued as a code of practice under S39A of the Police Act 1996, the code of ethics is the centre stone to professionalism within the police service. All officers are to observe the code and ensure it is upheld by themselves as well as their peers. Within the code of practices are ten standards of professional behaviour in which officers and staff are to uphold. One of these standards is to uphold equality and diversity within their role as officers. Meaning that they are to act with fairness and impartiality, and they do not discriminate unlawfully and unfairly. This is a key point to help mitigate any bias that an officer may occur within the line of duty. By acting with accordance to the professional standards, their bias is put second place and ultimately the officer acts in the fairest way possible. Another way police departments are working to minimise bias is to develop cultural competency. This is described as the ability of all officers and staff to work effectively with individuals and groups from varying backgrounds, including people of different race, cultures and religions. Cultural competency aims to raise the of understanding of individuals with hopes of bringing further knowledge to officers and staff. Its message is to understand the differing values of others, creating a greater awareness for one's own attitude and perceptions. Studies have shown that increased cultural competency of officers increases public perception and engagement from diverse backgrounds and on the whole trust among younger members of minority groups has

increased. Cultural competency is increased by incorporating it within the organisational culture, further helping to mitigate the use of personal biases within officers towards persons from different backgrounds.

A review was conducted by a former police officer, Tracie Keesee, in the United States, who was investigating biases within the police force and the community she had policed. She found that community policing or neighbourhood policing in the UK, can help as a way to build relationships with people within neighbourhoods in which we police. Through community policing a two-way street is opened and reduces biases that residents may hold against officers as well as biases that officers hold towards residents. In all a role such as community policing reduces biases on both sides and helps open relationships and dialogs into those communities in which community policing is present. It is shown that residents in which community policing occurs are more likely to talk to police, and the police are more in touch with those who occupy the residential areas.

Of the material sought throughout this essay, police are tending to head in the right direction to help mitigate personal bias within its staff and officers. Using the code of ethics alongside cultural competency, officers are being taught how their actions are being seen by the public and that bias will not be tolerated by the organisation itself and the public. Although heading in the right direction this essay has shown that personal bias is still a factor when it comes to stop search statistics and that biases against racial groups in particular still have a long way to go to build the bridge between the police and public. It appears that the police as an organisation are giving the right tools to officers and staff to combat these biases, but ultimately it is on each individual to combat their own biases so that they approach their work in a fair and transparent manner.

Throughout this essay I have identified what personal bias is, a learned belief, opinion, or attitude that the individual may or may not be aware of and on most occasions, personal bias reinforces stereotypes. I have then identified what some of these biases could be within a working environment. I have then gone on to highlight biases that are specific to policing as a culture. I have identified where biases may start from within one's environment and upbringing. I have then provided research into police and stop search statistics that provide analysis that bias still occurs when utilising their stop and search powers. I have then identified strategies and policies that police use to mitigate personal bias, these being the code of ethics and cultural competency. I have then finished the essay with a brief overview of findings that state the police organisation are attempting to mitigate personal bias but it seems that there is still work needed to be done to build the bridge between the police and public, starting by eradicating personal bias within policing.

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